

STEM Pay For Performance Plan for Student Achievement

STEM Charter Academy will develop a plan to use data to evaluate and maximize student achievement. The school will use a variety of benchmarks from various assessments in order to give a comprehensive look at our program's success.

Full time certified employees K-3: 6 classroom teachers

Local Student Achievement Measures and Goals

<u>Measure</u>			<u>Benchmark/Goal</u>	or Fall to Spring Growth %		<u>Local Share Award</u>
1. Percent Proficient on IRI			1. 92%	7%		1
			2. 90%	6%		0.9
			3. 87%	5%		0.8
			4. 84%	4%		0.6
			5. 80%	3%		0.4
			6. 78%	2%		0.2

5th, 7th, Science certified teachers 1 classroom teacher

Local Student Achievement Measures and Goals

<u>Measure</u>			<u>Benchmark/Goal</u>			<u>Local Share Award</u>
1. Science ISAT			90%			1
			87%			0.9
			85%			0.8
			82%			0.6
			80%			0.4
			78%			0.2

Other Certified Staff 4-8th + specialists 5.5 teachers

Local Student Achievement Measures and Goals

<u>Measure</u>			<u>Benchmark/Goal</u>			<u>Award</u>
Student completion of projects using			100%			1
staff developed rubrics weekly			95%			0.9
Music/P.E.Proj ect special 1/18 of each grade K-8			90%			0.8
			85%			0.6
			82%			0.4
			80%			0.2

Other staff						
Local Student Achievement Measures and Goals						
<u>Position</u>	<u>Staff Member</u>		<u>Benchmark/Goal</u>			<u>Local Share Award</u>
Office Manager						1
Receptionist						0.5
Aide leader						0.5
Director of Instruction						1
Principal						1
Leadership						
Local Student Achievement Measures and Goals						
<u>Position</u>	<u>Staff Member</u>		<u>Benchmark/Goal</u>			<u>Local Share Award</u>
RTI-Leader	Darlene Frates					\$400.00
All Differentiated Pay funds will be dispersed in one lump sum after: 1. All funds have been received and 2. differentiated pay goals have been met. It is expected that both these factors will be met in the months of May or June.						